



Highlights



Follow-up Audit of the Military Police Complaints Commission

October 2006

The Public Service Commission (PSC) is an independent agency reporting to Parliament, mandated to safeguard the integrity of the public service staffing system and the political neutrality of the public service. In addition, the PSC recruits qualified Canadians from across the country.

Why did the Public Service Commission conduct this follow-up audit?

In October 2004, the Public Service Commission (PSC) released an audit report of the Military Police Complaints Commission's (MPCC) staffing and recruitment activities. The report outlined serious deficiencies in how staffing policies and practices were applied and in the exercise of staffing authority delegated from the PSC to the MPCC. As a result of the audit, the PSC retained all authorities for any executive (EX) staffing process or appointment and imposed conditions on the MPCC's delegated authorities for appointments to non-EX positions. These conditions were to continue to apply until such time as the PSC was satisfied that the MPCC had developed and implemented an adequate staffing management framework.

This follow-up audit was undertaken to determine whether the MPCC had adequately responded to the recommendations in our 2004 report and to determine whether the MPCC met the essential elements identified by the PSC to support the implementation of the new *Public Service Employment Act*, which came into force on December 31, 2005.

What did the PSC find?

Our follow-up audit found that the MPCC has made improvements in its staffing systems and practices over the last two years. We concluded that the MPCC has adequately responded to recommendations made in our 2004 audit report. In developing its plans and policies, the MPCC has met the essential elements identified by the PSC in order to conduct staffing within the new legislative context. These included:

phasing in formal sub-delegation to managers who have completed relevant staffing training; ensuring access to a human resources advisor whose expertise in the Appointment Framework has been validated by the PSC; establishing a communication strategy, mandatory appointment policies and criteria; and developing a monitoring process.

What happens now?

The PSC has removed the remedial measures it imposed in 2004 and has delegated to the MPCC the authority to make appointments to EX positions. The MPCC now has standard delegation of appointment authorities and reporting requirements.

The MPCC, like other organizations, is subject to the Staffing Management Accountability Framework (SMAF). The SMAF is an instrument developed by the PSC that sets out the expectations for a well-managed appointment system in delegated public service departments and agencies. The PSC uses the SMAF to monitor results, provide feedback and make recommendations for improvements to organizations' staffing activities.